

**TOWN OF ARLINGTON
MASSACHUSETTS
PURCHASING DEPARTMENT**

INVITATION FOR BID

BID #22-26

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts until **10:00 AM, Wednesday, June 8, 2022** at the Town Manager's Office/Purchasing Department, Town Hall Arlington, Massachusetts, at which time and place they will be publicly opened and read for:

BID #22-26, ELECTRICAL MAINTENANCE SERVICE /VARIOUS BUILDINGS

Specifications and proposal forms may be obtained at the Town Manager's Office/Purchasing Department at the above mentioned address.

All proposals shall be accompanied by a bid deposit in an amount of 5% of the bid amount. Bid deposits, payable to the Town of Arlington, shall be either in the form of a bid bond, a certified check, or a treasurer's or cashier's check issued by a responsible bank or trust company.

Proposal must be submitted on form provided and in sealed envelope plainly marked: **BID ON ELECTRICAL MAINTENANCE SERVICE CONTRACT, BID #22-26, WEDNESDAY, JUNE 8, 2022, 10:00 A.M.**

Bids to receive consideration must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned.

Attention is called to the minimum rates of wages to be paid on this contract as determined by the Commissioner of Labor and Industries under the provisions of Chapter 149 of the General Laws.

For further information relative to this bid, please confer with Mike Powderly at 781-589-7864.

The Town Manager reserves the right to accept or reject any or all bids, to waive any informalities, to divide the award or to accept any part of any bid deemed for the best interest of the Town of Arlington.

TOWN OF ARLINGTON

Adam W. Chapdelaine
Town Manager

May 25, 2022

**SPECIFICATIONS FOR ELECTRICAL MAINTENANCE SERVICE CONTRACT
AT VARIOUS TOWN AND SCHOOL BUILDINGS**

GENERAL REQUIREMENTS

Definitions:

1. Owner – Town of Arlington.
2. Manager – Vendor/Contractor awarded contract and providing the work.
3. Service Fee – Any fees such as milage, truck usage, or equipment costs required to perform contract work.
4. Surcharge Fee – Any fee such as gasoline, after-hours response, or shipping costs required to perform contract work.
5. Priority Service:
 - a. Normal Response - After receiving a service request from Owner, Manager must provide qualified maintenance professional(s) for repairs within 24 hours during normal business hours. Overtime is not authorized. Normal Response will be implied in the absence of a specific request for Urgent or Emergency response.
 - b. Urgent Response - After receiving an Urgent service request from Owner, Manager must provide qualified maintenance professional(s) for repairs within 8 hours during normal business hours OR first thing the next business day - whichever is shorter. Overtime is not authorized unless requested or approved by Owner.
 - c. Emergency Response - After receiving an Emergency service request from Owner, Manager must provide qualified maintenance professional(s) for repairs within 1 hour during any part of the day/night/weekend. Overtime is authorized and repairs should be completed or situation made safe and functional in one (1) service call.

The Manager shall use trained personnel to perform the labor for the required services. These workmen must have appropriate licenses. A list of qualified workman and their credentials must be supplied with the original bid to the Town of Arlington. No Sub-Managers are allowed with this bid.

The Manager, or his representative, shall report to the Superintendent of Facilities for each day that work is being performed on site. A work report shall be submitted daily with the following information listed below. It is preferable if the report is sent electronically to the Superintendent of Facilities on a daily basis.

- a) Dates
- b) Time of start and finish of each job
- c) Brief description of work being performed
- d) Name and number of parts repaired or replaced
- e) Recommendations or comments pertaining to the work.
- f) Hours worked

The Manager shall render priority service to the Town of Arlington to perform all emergency and ordinary service as a condition of this Contract. If, for any reason, any shut down for an extended period is required, the Superintendent of Facilities shall be notified immediately of the problem, and the measures being taken to restore the service as soon as possible.

As work is scheduled, the Manager shall issue to the mechanic on the job; the necessary and appropriate manufacturers recommended maintenance procedures, and a listing of the apparatus concerned.

All planned repairs under these specifications shall be performed during normal working hours of a regular business day, which is typically between the hours of 7:00 a.m. and 3:30 p.m. Monday thru Friday. Planned repairs will be completed at a straight time hourly rate.

Emergency corrective maintenance service, including overtime service, shall be included under this Contract, on a "time and material basis" as needed. Service of this nature, that may be needed in order to keep the building systems in proper operating condition, shall be provided within twenty four (24) hours from the time such call originates (including weekends and holidays). Emergency repairs shall be provided a on a twenty four hour (24), seven (7) day a week basis.

After-hour telephone calls for emergency repairs shall be answered directly to the Manager's personal or answering service.

Period of Service Contract is:

July 1, 2022 through June 30, 2023

July 1, 2023 through June 30, 2024

July 1, 2024 through June 30, 2025

Term of Contract- This service shall commence on the first day of this contract and continue for a period of one (1) year, two (2) years or three (3) years as indicated. The option of extending the contract for years two and three are within the sole discretion of the Town of Arlington.

The Manager is to further guarantee that the labor and material will be up to the standard and suitable for the various purposes intended.

The Town of Arlington reserves the right to obtain competitive quotes on all projects that exceed \$7,500.00 and will bid all projects in excess of \$10,000.00

Material used for each project to be added as cost + 12%.

Service rate for regular hours 7:00 a.m. to 3:30 p.m. – Monday through Friday:

Service rate for overtime, 3:30 p.m. to 7:00 a.m., Weekdays and all day Saturday, Sundays and Holidays:

Service Fees and Surcharge Fees are to be included in the above rate structure.

REQUIREMENTS

- Bidder must provide a bid surety in the form of certified check, money order, or bid bond payable to Town of Arlington in an amount equal to five percent (5%) of the bid total amount.

The successful bidder shall be fully licensed to do business as a registered Manager in the state of Massachusetts and have full-time Massachusetts Licensed ELECTRICIAN journeymen servicemen on staff. Only CORI, SORI and Finger Print approved employees are allowed to work under this contract. Any personnel who fail the CORI or SORI or Finger Prints application will not be allowed to work under this contract. Manager shall provide a written certification that all employees are legally authorized to work in the United States.

Following information need to be submitted prior to starting the contract:

1. Insurance
2. CORI, SORI and Finger print documents working under this contract.
3. Applicable OSHA certifications.

INSURANCE

| | |
|------------------------|-------------------------|
| Workers' Compensation: | As required by statute. |
| Public Liability : | \$1,000,000 |
| Each person: | \$ 500,000 |
| Property damage: | \$ 500,000 |

Theft: The Manager should have sufficient coverage of employees against theft of Town or private property.

BID AWARD

It is the intent of the Town to award the bid to the lowest responsible and qualified bidder based on the hourly cost of providing the service requested.

If it should become necessary to revise any part of this Invitation to Bid or otherwise provide additional information, an addendum will be issued by the Town Of Arlington and furnished to all prospective bidders who have obtained copies of this original Invitation to Bid.

PROPOSAL

FOR: Service Contract for Electrical Maintenance Services - Various Buildings.

TO: Town Manager
Arlington, MA 02476

The undersigned, as bidder, declares that the only persons or parties interested in this proposal as principals are those named herein; that this proposal is made without collusion with any other person, firm, or corporation; that he was carefully examined the location of the proposed work, the proposed form of contract and the specifications therein contained or referred to; that he will agree, if this proposal is accepted, to contract with the Town of Arlington, in the form of said contract, to provide all necessary tools and apparatus and furnish all materials necessary for the work, in the manner and time therein prescribed and according to the requirements of the Town Manager as therein set forth.

1. Service rate for regular hours 7:00 a.m. to 3:30 p.m. - Monday through Friday:

| | EST. | UNIT PRICE | TOTAL |
|-------------|-----------|----------------|----------|
| a. Year #1: | 120 hours | \$ _____ /hour | \$ _____ |
| b. Year #2 | | \$ _____ /hour | |
| c. Year #3 | | \$ _____ /hour | |

2. Service rate for overtime, 3:30 p.m. to 7:00 a.m., Weekdays and all day Saturday, Sundays & Holidays:

| | | | |
|-------------|----------|----------------|----------|
| a. Year #1: | 20 hours | \$ _____ /hour | \$ _____ |
| b. Year #2 | | \$ _____ /hour | |
| c. Year #3 | | \$ _____ /hour | |

TOTAL BID PRICE \$ _____

COMPANY _____

ADDRESS _____

SIGNED BY (COMPANY OFFICIAL) _____
(Name) _____ (Title) _____

TEL. NO. _____ DATE _____

EMAIL: _____

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

(Signature of individual submitting bid or proposal)

(Name of individual submitting bid or proposal)

Name of Business

Date

Pursuant to M.G.L. Chapter 62C, Section 49A, I certify under the penalties of perjury that I have complied with all laws of the commonwealth relating to taxes, reporting of employees and Managers, and withholding and remitting child support.

Social Security Number or
Federal Identification Number

Signature of Individual or Responsible
Corporate Officer and Title

**NON-COLLUSION FORMS
MUST BE SIGNED AND
SUBMITTED WITH BID**



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS**

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

ROSLIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Town of Arlington

Contract Number: 22-26

City/Town: ARLINGTON

Description of Work: 1 year contract for Electrical Service and Repair at various buildings as required

Job Location: Various Locations

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------------------------------------------------------------------------------------------------|--|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| Construction | | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | | 12/01/2021 | \$37.05 | \$13.41 | \$16.01 | \$0.00 | \$66.47 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | | 12/01/2021 | \$37.12 | \$13.41 | \$16.01 | \$0.00 | \$66.54 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | | 12/01/2021 | \$37.24 | \$13.41 | \$16.01 | \$0.00 | \$66.66 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | | 12/01/2021 | \$41.93 | \$9.10 | \$17.57 | \$0.00 | \$68.60 |
| | | 06/01/2022 | \$42.93 | \$9.10 | \$17.57 | \$0.00 | \$69.60 |
| | | 12/01/2022 | \$43.93 | \$9.10 | \$17.57 | \$0.00 | \$70.60 |
| | | 06/01/2023 | \$44.93 | \$9.10 | \$17.57 | \$0.00 | \$71.60 |
| | | 12/01/2023 | \$46.18 | \$9.10 | \$17.57 | \$0.00 | \$72.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | | 12/01/2021 | \$41.93 | \$9.10 | \$17.57 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | | 12/01/2020 | \$38.10 | \$12.80 | \$9.45 | \$0.00 | \$60.35 |
| ASPHALT RAKER <i>LABORERS - ZONE 1</i> | | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$51.38 | \$14.00 | \$16.05 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$51.38 | \$14.00 | \$16.05 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | | 12/01/2021 | \$41.93 | \$9.10 | \$17.57 | \$0.00 | \$68.60 |
| | | 06/01/2022 | \$42.93 | \$9.10 | \$17.57 | \$0.00 | \$69.60 |
| | | 12/01/2022 | \$43.93 | \$9.10 | \$17.57 | \$0.00 | \$70.60 |
| | | 06/01/2023 | \$44.93 | \$9.10 | \$17.57 | \$0.00 | \$71.60 |
| | | 12/01/2023 | \$46.18 | \$9.10 | \$17.57 | \$0.00 | \$72.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--------------------------------------------------------------------|----------------|-----------|--------|---------|---------------------------|------------|
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) | 12/01/2021 | \$41.93 | \$9.10 | \$17.57 | \$0.00 | \$68.60 |
| <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | | | | | | |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| BOILER MAKER BOILERMAKERS LOCAL 29 | 01/01/2020 | \$46.10 | \$7.07 | \$17.98 | \$0.00 | \$71.15 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 2 | 65 | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 3 | 70 | \$32.27 | \$7.07 | \$12.59 | \$0.00 | \$51.93 |
| 4 | 75 | \$34.58 | \$7.07 | \$13.49 | \$0.00 | \$55.14 |
| 5 | 80 | \$36.88 | \$7.07 | \$14.38 | \$0.00 | \$58.33 |
| 6 | 85 | \$39.19 | \$7.07 | \$15.29 | \$0.00 | \$61.55 |
| 7 | 90 | \$41.49 | \$7.07 | \$16.18 | \$0.00 | \$64.74 |
| 8 | 95 | \$43.80 | \$7.07 | \$17.09 | \$0.00 | \$67.96 |

Notes:

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|-------------------------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 (BOSTON) | 02/01/2022 | \$57.15 | \$11.39 | \$22.34 | \$0.00 | \$90.88 |
|-------------------------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 02/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$28.58 | \$11.39 | \$22.34 | \$0.00 | \$62.31 |
| 2 | 60 | \$34.29 | \$11.39 | \$22.34 | \$0.00 | \$68.02 |
| 3 | 70 | \$40.01 | \$11.39 | \$22.34 | \$0.00 | \$73.74 |
| 4 | 80 | \$45.72 | \$11.39 | \$22.34 | \$0.00 | \$79.45 |
| 5 | 90 | \$51.44 | \$11.39 | \$22.34 | \$0.00 | \$85.17 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
|---------------------------------------------------------|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-----------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE | 12/01/2021 | \$42.33 | \$9.10 | \$17.72 | \$0.00 | \$69.15 |
|-----------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE | 12/01/2021 | \$41.18 | \$9.10 | \$17.72 | \$0.00 | \$68.00 |
|--------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---------------------------------------------------------------------------|--|----------------|-----------|--------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | | 12/01/2021 | \$41.18 | \$9.10 | \$17.72 | \$0.00 | \$68.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | | 03/01/2022 | \$44.53 | \$8.68 | \$19.97 | \$0.00 | \$73.18 |
| | | 09/01/2022 | \$45.18 | \$8.68 | \$19.97 | \$0.00 | \$73.83 |
| | | 03/01/2023 | \$45.78 | \$8.68 | \$19.97 | \$0.00 | \$74.43 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.27 | \$8.68 | \$1.73 | \$0.00 | \$32.68 |
| 2 | 60 | \$26.72 | \$8.68 | \$1.73 | \$0.00 | \$37.13 |
| 3 | 70 | \$31.17 | \$8.68 | \$14.78 | \$0.00 | \$54.63 |
| 4 | 75 | \$33.40 | \$8.68 | \$14.78 | \$0.00 | \$56.86 |
| 5 | 80 | \$35.62 | \$8.68 | \$16.51 | \$0.00 | \$60.81 |
| 6 | 80 | \$35.62 | \$8.68 | \$16.51 | \$0.00 | \$60.81 |
| 7 | 90 | \$40.08 | \$8.68 | \$18.24 | \$0.00 | \$67.00 |
| 8 | 90 | \$40.08 | \$8.68 | \$18.24 | \$0.00 | \$67.00 |

Effective Date - 09/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.59 | \$8.68 | \$1.73 | \$0.00 | \$33.00 |
| 2 | 60 | \$27.11 | \$8.68 | \$1.73 | \$0.00 | \$37.52 |
| 3 | 70 | \$31.63 | \$8.68 | \$14.78 | \$0.00 | \$55.09 |
| 4 | 75 | \$33.89 | \$8.68 | \$14.78 | \$0.00 | \$57.35 |
| 5 | 80 | \$36.14 | \$8.68 | \$16.51 | \$0.00 | \$61.33 |
| 6 | 80 | \$36.14 | \$8.68 | \$16.51 | \$0.00 | \$61.33 |
| 7 | 90 | \$40.66 | \$8.68 | \$18.24 | \$0.00 | \$67.58 |
| 8 | 90 | \$40.66 | \$8.68 | \$18.24 | \$0.00 | \$67.58 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.45/ 3&4 \$36.57/ 5&6 \$56.36/ 7&8 \$62.54

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---------------------------------------------------------------|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i> | 04/01/2022 | \$23.66 | \$7.21 | \$4.80 | \$0.00 | \$35.67 |
| | 04/01/2023 | \$24.16 | \$7.21 | \$4.80 | \$0.00 | \$36.17 |

All Aspects of New Wood Frame Work

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$14.20 | \$7.21 | \$0.00 | \$0.00 | \$21.41 |
| 2 | 60 | \$14.20 | \$7.21 | \$0.00 | \$0.00 | \$21.41 |
| 3 | 65 | \$15.38 | \$7.21 | \$0.00 | \$0.00 | \$22.59 |
| 4 | 70 | \$16.56 | \$7.21 | \$0.00 | \$0.00 | \$23.77 |
| 5 | 75 | \$17.75 | \$7.21 | \$3.80 | \$0.00 | \$28.76 |
| 6 | 80 | \$18.93 | \$7.21 | \$3.80 | \$0.00 | \$29.94 |
| 7 | 85 | \$20.11 | \$7.21 | \$3.80 | \$0.00 | \$31.12 |
| 8 | 90 | \$21.29 | \$7.21 | \$3.80 | \$0.00 | \$32.30 |

Effective Date - 04/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$14.50 | \$7.21 | \$0.00 | \$0.00 | \$21.71 |
| 2 | 60 | \$14.50 | \$7.21 | \$0.00 | \$0.00 | \$21.71 |
| 3 | 65 | \$15.70 | \$7.21 | \$0.00 | \$0.00 | \$22.91 |
| 4 | 70 | \$16.91 | \$7.21 | \$0.00 | \$0.00 | \$24.12 |
| 5 | 75 | \$18.12 | \$7.21 | \$3.80 | \$0.00 | \$29.13 |
| 6 | 80 | \$19.33 | \$7.21 | \$3.80 | \$0.00 | \$30.34 |
| 7 | 85 | \$20.54 | \$7.21 | \$3.80 | \$0.00 | \$31.55 |
| 8 | 90 | \$21.74 | \$7.21 | \$3.80 | \$0.00 | \$32.75 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-----------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON) | 01/01/2020 | \$49.07 | \$12.75 | \$22.41 | \$0.62 | \$84.85 |
|-----------------------------------------------------------|------------|---------|---------|---------|--------|---------|

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.54 | \$12.75 | \$15.41 | \$0.00 | \$52.70 |
| 2 | 60 | \$29.44 | \$12.75 | \$17.41 | \$0.62 | \$60.22 |
| 3 | 65 | \$31.90 | \$12.75 | \$18.41 | \$0.62 | \$63.68 |
| 4 | 70 | \$34.35 | \$12.75 | \$19.41 | \$0.62 | \$67.13 |
| 5 | 75 | \$36.80 | \$12.75 | \$20.41 | \$0.62 | \$70.58 |
| 6 | 80 | \$39.26 | \$12.75 | \$21.41 | \$0.62 | \$74.04 |
| 7 | 90 | \$44.16 | \$12.75 | \$22.41 | \$0.62 | \$79.94 |

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------------------------------------------------------------|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| CHAIN SAW OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$52.38 | \$14.00 | \$16.05 | \$0.00 | \$82.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$33.69 | \$14.00 | \$16.05 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2022 | \$53.66 | \$8.65 | \$23.05 | \$0.00 | \$85.36 |
| | 07/01/2022 | \$54.86 | \$8.65 | \$23.05 | \$0.00 | \$86.56 |
| | 01/01/2023 | \$56.06 | \$8.65 | \$23.05 | \$0.00 | \$87.76 |
| | 07/01/2023 | \$57.26 | \$8.65 | \$23.05 | \$0.00 | \$88.96 |
| | 01/01/2024 | \$58.46 | \$8.65 | \$23.05 | \$0.00 | \$90.16 |
| | 07/01/2024 | \$59.66 | \$8.65 | \$23.05 | \$0.00 | \$91.36 |
| | 01/01/2025 | \$60.86 | \$8.65 | \$23.05 | \$0.00 | \$92.56 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.83 | \$8.65 | \$0.00 | \$0.00 | \$35.48 |
| 2 | 55 | \$29.51 | \$8.65 | \$6.27 | \$0.00 | \$44.43 |
| 3 | 60 | \$32.20 | \$8.65 | \$6.84 | \$0.00 | \$47.69 |
| 4 | 65 | \$34.88 | \$8.65 | \$7.41 | \$0.00 | \$50.94 |
| 5 | 70 | \$37.56 | \$8.65 | \$19.63 | \$0.00 | \$65.84 |
| 6 | 75 | \$40.25 | \$8.65 | \$20.20 | \$0.00 | \$69.10 |
| 7 | 80 | \$42.93 | \$8.65 | \$20.77 | \$0.00 | \$72.35 |
| 8 | 90 | \$48.29 | \$8.65 | \$21.91 | \$0.00 | \$78.85 |

Effective Date - 07/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$27.43 | \$8.65 | \$0.00 | \$0.00 | \$36.08 |
| 2 | 55 | \$30.17 | \$8.65 | \$6.27 | \$0.00 | \$45.09 |
| 3 | 60 | \$32.92 | \$8.65 | \$6.84 | \$0.00 | \$48.41 |
| 4 | 65 | \$35.66 | \$8.65 | \$7.41 | \$0.00 | \$51.72 |
| 5 | 70 | \$38.40 | \$8.65 | \$19.63 | \$0.00 | \$66.68 |
| 6 | 75 | \$41.15 | \$8.65 | \$20.20 | \$0.00 | \$70.00 |
| 7 | 80 | \$43.89 | \$8.65 | \$20.77 | \$0.00 | \$73.31 |
| 8 | 90 | \$49.37 | \$8.65 | \$21.91 | \$0.00 | \$79.93 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 1 | 12/01/2021 | \$41.33 | \$9.10 | \$17.57 | \$0.00 | \$68.00 |
| | 06/01/2022 | \$42.33 | \$9.10 | \$17.57 | \$0.00 | \$69.00 |
| | 12/01/2022 | \$43.33 | \$9.10 | \$17.57 | \$0.00 | \$70.00 |
| | 06/01/2023 | \$44.33 | \$9.10 | \$17.57 | \$0.00 | \$71.00 |
| | 12/01/2023 | \$45.58 | \$9.10 | \$17.57 | \$0.00 | \$72.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1 | 12/01/2021 | \$42.33 | \$9.10 | \$17.57 | \$0.00 | \$69.00 |
| | 06/01/2022 | \$43.33 | \$9.10 | \$17.57 | \$0.00 | \$70.00 |
| | 12/01/2022 | \$44.33 | \$9.10 | \$17.57 | \$0.00 | \$71.00 |
| | 06/01/2023 | \$45.33 | \$9.10 | \$17.57 | \$0.00 | \$72.00 |
| | 12/01/2023 | \$46.58 | \$9.10 | \$17.57 | \$0.00 | \$73.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BURNERS LABORERS - ZONE 1 | 12/01/2021 | \$42.08 | \$9.10 | \$17.57 | \$0.00 | \$68.75 |
| | 06/01/2022 | \$43.08 | \$9.10 | \$17.57 | \$0.00 | \$69.75 |
| | 12/01/2022 | \$44.08 | \$9.10 | \$17.57 | \$0.00 | \$70.75 |
| | 06/01/2023 | \$45.08 | \$9.10 | \$17.57 | \$0.00 | \$71.75 |
| | 12/01/2023 | \$46.33 | \$9.10 | \$17.57 | \$0.00 | \$73.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--------------------------------------------------------------------------|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$42.33 | \$9.10 | \$17.57 | \$0.00 | \$69.00 |
| | 06/01/2022 | \$43.33 | \$9.10 | \$17.57 | \$0.00 | \$70.00 |
| | 12/01/2022 | \$44.33 | \$9.10 | \$17.57 | \$0.00 | \$71.00 |
| | 06/01/2023 | \$45.33 | \$9.10 | \$17.57 | \$0.00 | \$72.00 |
| | 12/01/2023 | \$46.58 | \$9.10 | \$17.57 | \$0.00 | \$73.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$42.08 | \$9.10 | \$17.57 | \$0.00 | \$68.75 |
| | 06/01/2022 | \$43.08 | \$9.10 | \$17.57 | \$0.00 | \$69.75 |
| | 12/01/2022 | \$44.08 | \$9.10 | \$17.57 | \$0.00 | \$70.75 |
| | 06/01/2023 | \$45.08 | \$9.10 | \$17.57 | \$0.00 | \$71.75 |
| | 12/01/2023 | \$46.33 | \$9.10 | \$17.57 | \$0.00 | \$73.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.33 | \$9.10 | \$17.57 | \$0.00 | \$68.00 |
| | 06/01/2022 | \$42.33 | \$9.10 | \$17.57 | \$0.00 | \$69.00 |
| | 12/01/2022 | \$43.33 | \$9.10 | \$17.57 | \$0.00 | \$70.00 |
| | 06/01/2023 | \$44.33 | \$9.10 | \$17.57 | \$0.00 | \$71.00 |
| | 12/01/2023 | \$45.58 | \$9.10 | \$17.57 | \$0.00 | \$72.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$68.70 | \$9.40 | \$23.12 | \$0.00 | \$101.22 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$73.60 | \$9.40 | \$23.12 | \$0.00 | \$106.12 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i> | 07/01/2020 | \$26.77 | \$6.67 | \$3.93 | \$0.16 | \$37.53 |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 03/01/2022 | \$57.32 | \$13.00 | \$20.82 | \$0.00 | \$91.14 |
| | 09/01/2022 | \$58.76 | \$13.00 | \$20.86 | \$0.00 | \$92.62 |
| | 03/01/2023 | \$60.43 | \$13.00 | \$20.91 | \$0.00 | \$94.34 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$22.93 | \$13.00 | \$0.69 | \$0.00 | \$36.62 |
| 2 | 40 | \$22.93 | \$13.00 | \$0.69 | \$0.00 | \$36.62 |
| 3 | 45 | \$25.79 | \$13.00 | \$15.62 | \$0.00 | \$54.41 |
| 4 | 45 | \$25.79 | \$13.00 | \$15.62 | \$0.00 | \$54.41 |
| 5 | 50 | \$28.66 | \$13.00 | \$16.10 | \$0.00 | \$57.76 |
| 6 | 55 | \$31.53 | \$13.00 | \$16.58 | \$0.00 | \$61.11 |
| 7 | 60 | \$34.39 | \$13.00 | \$17.04 | \$0.00 | \$64.43 |
| 8 | 65 | \$37.26 | \$13.00 | \$17.52 | \$0.00 | \$67.78 |
| 9 | 70 | \$40.12 | \$13.00 | \$17.98 | \$0.00 | \$71.10 |
| 10 | 75 | \$42.99 | \$13.00 | \$18.46 | \$0.00 | \$74.45 |

Effective Date - 09/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$23.50 | \$13.00 | \$0.71 | \$0.00 | \$37.21 |
| 2 | 40 | \$23.50 | \$13.00 | \$0.71 | \$0.00 | \$37.21 |
| 3 | 45 | \$26.44 | \$13.00 | \$15.64 | \$0.00 | \$55.08 |
| 4 | 45 | \$26.44 | \$13.00 | \$15.64 | \$0.00 | \$55.08 |
| 5 | 50 | \$29.38 | \$13.00 | \$16.12 | \$0.00 | \$58.50 |
| 6 | 55 | \$32.32 | \$13.00 | \$16.60 | \$0.00 | \$61.92 |
| 7 | 60 | \$35.26 | \$13.00 | \$17.07 | \$0.00 | \$65.33 |
| 8 | 65 | \$38.19 | \$13.00 | \$17.55 | \$0.00 | \$68.74 |
| 9 | 70 | \$41.13 | \$13.00 | \$18.01 | \$0.00 | \$72.14 |
| 10 | 75 | \$44.07 | \$13.00 | \$18.49 | \$0.00 | \$75.56 |

Notes:

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|-------------------------------------------------------|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |
|-------------------------------------------------------|------------|---------|---------|---------|--------|----------|

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------------------------------------------------------------|---------|----------------------|-----------|---------|---------------------------|---------------------------|------------|
| Apprentice - ELEVATOR CONSTRUCTOR - Local 4 | | | | | | | |
| Effective Date - 01/01/2022 | | | | | | | |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| 1 | 50 | \$32.81 | \$16.03 | \$0.00 | \$0.00 | \$48.84 | |
| 2 | 55 | \$36.09 | \$16.03 | \$20.21 | \$0.00 | \$72.33 | |
| 3 | 65 | \$42.65 | \$16.03 | \$20.21 | \$0.00 | \$78.89 | |
| 4 | 70 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 | |
| 5 | 80 | \$52.50 | \$16.03 | \$20.21 | \$0.00 | \$88.74 | |
| Notes: | | | | | | | |
| Steps 1-2 are 6 mos.; Steps 3-5 are 1 year | | | | | | | |
| Apprentice to Journeyworker Ratio:1:1 | | | | | | | |
| ELEVATOR CONSTRUCTOR HELPER | | 01/01/2022 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |
| <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | | | | | | | |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" | | | | | | | |
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) | | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | | | | | | | |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | | |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY | | 05/01/2022 | \$47.18 | \$14.00 | \$16.05 | \$0.00 | \$77.23 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY | | 05/01/2022 | \$48.72 | \$14.00 | \$16.05 | \$0.00 | \$78.77 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY | | 05/01/2022 | \$23.33 | \$14.00 | \$16.05 | \$0.00 | \$53.38 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| FIRE ALARM INSTALLER | | 03/01/2022 | \$57.32 | \$13.00 | \$20.82 | \$0.00 | \$91.14 |
| <i>ELECTRICIANS LOCAL 103</i> | | | | | | | |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE | | 03/01/2022 | \$44.71 | \$13.00 | \$18.74 | \$0.00 | \$76.45 |
| <i>/ COMMISSIONING ELECTRICIANS</i> | | | | | | | |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | | |
| FIREMAN (ASST. ENGINEER) | | 12/01/2021 | \$41.76 | \$14.00 | \$16.05 | \$0.00 | \$71.81 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) | | 12/01/2021 | \$24.50 | \$9.10 | \$17.57 | \$0.00 | \$51.17 |
| <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | | | | | | | |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | | |
| FLOORCOVERER | | 03/01/2022 | \$49.93 | \$8.68 | \$20.27 | \$0.00 | \$78.88 |
| <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | | | | | | | |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.97 | \$8.68 | \$1.79 | \$0.00 | \$35.44 |
| 2 | 55 | \$27.46 | \$8.68 | \$1.79 | \$0.00 | \$37.93 |
| 3 | 60 | \$29.96 | \$8.68 | \$14.90 | \$0.00 | \$53.54 |
| 4 | 65 | \$32.45 | \$8.68 | \$14.90 | \$0.00 | \$56.03 |
| 5 | 70 | \$34.95 | \$8.68 | \$16.69 | \$0.00 | \$60.32 |
| 6 | 75 | \$37.45 | \$8.68 | \$16.69 | \$0.00 | \$62.82 |
| 7 | 80 | \$39.94 | \$8.68 | \$18.48 | \$0.00 | \$67.10 |
| 8 | 85 | \$42.44 | \$8.68 | \$18.48 | \$0.00 | \$69.60 |

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 | 12/01/2021 | \$51.38 | \$14.00 | \$16.05 | \$0.00 | \$81.43 |
|--------------------------------------------------------|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-----------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4 | 12/01/2021 | \$33.69 | \$14.00 | \$16.05 | \$0.00 | \$63.74 |
|-----------------------------------------------------------------|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|----------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2) | 01/01/2022 | \$43.16 | \$8.65 | \$23.05 | \$0.00 | \$74.86 |
| | 07/01/2022 | \$44.36 | \$8.65 | \$23.05 | \$0.00 | \$76.06 |
| | 01/01/2023 | \$45.56 | \$8.65 | \$23.05 | \$0.00 | \$77.26 |
| | 07/01/2023 | \$46.76 | \$8.65 | \$23.05 | \$0.00 | \$78.46 |
| | 01/01/2024 | \$47.96 | \$8.65 | \$23.05 | \$0.00 | \$79.66 |
| | 07/01/2024 | \$49.16 | \$8.65 | \$23.05 | \$0.00 | \$80.86 |
| | 01/01/2025 | \$50.36 | \$8.65 | \$23.05 | \$0.00 | \$82.06 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.58 | \$8.65 | \$0.00 | \$0.00 | \$30.23 |
| 2 | 55 | \$23.74 | \$8.65 | \$6.27 | \$0.00 | \$38.66 |
| 3 | 60 | \$25.90 | \$8.65 | \$6.84 | \$0.00 | \$41.39 |
| 4 | 65 | \$28.05 | \$8.65 | \$7.41 | \$0.00 | \$44.11 |
| 5 | 70 | \$30.21 | \$8.65 | \$19.63 | \$0.00 | \$58.49 |
| 6 | 75 | \$32.37 | \$8.65 | \$20.20 | \$0.00 | \$61.22 |
| 7 | 80 | \$34.53 | \$8.65 | \$20.77 | \$0.00 | \$63.95 |
| 8 | 90 | \$38.84 | \$8.65 | \$21.91 | \$0.00 | \$69.40 |

Effective Date - 07/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.18 | \$8.65 | \$0.00 | \$0.00 | \$30.83 |
| 2 | 55 | \$24.40 | \$8.65 | \$6.27 | \$0.00 | \$39.32 |
| 3 | 60 | \$26.62 | \$8.65 | \$6.84 | \$0.00 | \$42.11 |
| 4 | 65 | \$28.83 | \$8.65 | \$7.41 | \$0.00 | \$44.89 |
| 5 | 70 | \$31.05 | \$8.65 | \$19.63 | \$0.00 | \$59.33 |
| 6 | 75 | \$33.27 | \$8.65 | \$20.20 | \$0.00 | \$62.12 |
| 7 | 80 | \$35.49 | \$8.65 | \$20.77 | \$0.00 | \$64.91 |
| 8 | 90 | \$39.92 | \$8.65 | \$21.91 | \$0.00 | \$70.48 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS
OPERATING ENGINEERS LOCAL 4

12/01/2021 \$51.38 \$14.00 \$16.05 \$0.00 \$81.43

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$28.26 | \$14.00 | \$0.00 | \$0.00 | \$42.26 |
| 2 | 60 | \$30.83 | \$14.00 | \$16.05 | \$0.00 | \$60.88 |
| 3 | 65 | \$33.40 | \$14.00 | \$16.05 | \$0.00 | \$63.45 |
| 4 | 70 | \$35.97 | \$14.00 | \$16.05 | \$0.00 | \$66.02 |
| 5 | 75 | \$38.54 | \$14.00 | \$16.05 | \$0.00 | \$68.59 |
| 6 | 80 | \$41.10 | \$14.00 | \$16.05 | \$0.00 | \$71.15 |
| 7 | 85 | \$43.67 | \$14.00 | \$16.05 | \$0.00 | \$73.72 |
| 8 | 90 | \$46.24 | \$14.00 | \$16.05 | \$0.00 | \$76.29 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--------------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2022 | \$53.70 | \$13.80 | \$25.60 | \$2.79 | \$95.89 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i> | 03/01/2022 | \$57.32 | \$13.00 | \$20.82 | \$0.00 | \$91.14 |
| | 09/01/2022 | \$58.76 | \$13.00 | \$20.86 | \$0.00 | \$92.62 |
| | 03/01/2023 | \$60.43 | \$13.00 | \$20.91 | \$0.00 | \$94.34 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2022 | \$53.70 | \$13.80 | \$25.60 | \$2.79 | \$95.89 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i> | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i> | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.93 | \$9.10 | \$17.57 | \$0.00 | \$68.60 |
| | 06/01/2022 | \$42.93 | \$9.10 | \$17.57 | \$0.00 | \$69.60 |
| | 12/01/2022 | \$43.93 | \$9.10 | \$17.57 | \$0.00 | \$70.60 |
| | 06/01/2023 | \$44.93 | \$9.10 | \$17.57 | \$0.00 | \$71.60 |
| | 12/01/2023 | \$46.18 | \$9.10 | \$17.57 | \$0.00 | \$72.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2021 | \$41.93 | \$9.10 | \$17.57 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2021 | \$51.40 | \$13.80 | \$17.14 | \$0.00 | \$82.34 |
| | 09/01/2022 | \$53.85 | \$13.80 | \$17.14 | \$0.00 | \$84.79 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.70 | \$13.80 | \$12.42 | \$0.00 | \$51.92 |
| 2 | 60 | \$30.84 | \$13.80 | \$13.36 | \$0.00 | \$58.00 |
| 3 | 70 | \$35.98 | \$13.80 | \$14.31 | \$0.00 | \$64.09 |
| 4 | 80 | \$41.12 | \$13.80 | \$15.25 | \$0.00 | \$70.17 |

Effective Date - 09/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.93 | \$13.80 | \$12.42 | \$0.00 | \$53.15 |
| 2 | 60 | \$32.31 | \$13.80 | \$13.36 | \$0.00 | \$59.47 |
| 3 | 70 | \$37.70 | \$13.80 | \$14.31 | \$0.00 | \$65.81 |
| 4 | 80 | \$43.08 | \$13.80 | \$15.25 | \$0.00 | \$72.13 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA) | 03/16/2022 | \$50.60 | \$8.20 | \$26.50 | \$0.00 | \$85.30 |
|--------------------------------------------------------|------------|---------|--------|---------|--------|---------|

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$30.36 | \$8.20 | \$26.50 | \$0.00 | \$65.06 |
| 2 | 70 | \$35.42 | \$8.20 | \$26.50 | \$0.00 | \$70.12 |
| 3 | 75 | \$37.95 | \$8.20 | \$26.50 | \$0.00 | \$72.65 |
| 4 | 80 | \$40.48 | \$8.20 | \$26.50 | \$0.00 | \$75.18 |
| 5 | 85 | \$43.01 | \$8.20 | \$26.50 | \$0.00 | \$77.71 |
| 6 | 90 | \$45.54 | \$8.20 | \$26.50 | \$0.00 | \$80.24 |

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|-----------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1 | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |

For apprentice rates see "Apprentice- LABORER"

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-------------------|--|----------------|-----------|--------|---------|---------------------------|------------|
| LABORER | | 12/01/2021 | \$41.18 | \$9.10 | \$17.57 | \$0.00 | \$67.85 |
| LABORERS - ZONE 1 | | 06/01/2022 | \$42.18 | \$9.10 | \$17.57 | \$0.00 | \$68.85 |
| | | 12/01/2022 | \$43.18 | \$9.10 | \$17.57 | \$0.00 | \$69.85 |
| | | 06/01/2023 | \$44.18 | \$9.10 | \$17.57 | \$0.00 | \$70.85 |
| | | 12/01/2023 | \$45.43 | \$9.10 | \$17.57 | \$0.00 | \$72.10 |

Apprentice - LABORER - Zone 1

Effective Date - 12/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$24.71 | \$9.10 | \$17.57 | \$0.00 | \$51.38 |
| 2 | 70 | \$28.83 | \$9.10 | \$17.57 | \$0.00 | \$55.50 |
| 3 | 80 | \$32.94 | \$9.10 | \$17.57 | \$0.00 | \$59.61 |
| 4 | 90 | \$37.06 | \$9.10 | \$17.57 | \$0.00 | \$63.73 |

Effective Date - 06/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$25.31 | \$9.10 | \$17.57 | \$0.00 | \$51.98 |
| 2 | 70 | \$29.53 | \$9.10 | \$17.57 | \$0.00 | \$56.20 |
| 3 | 80 | \$33.74 | \$9.10 | \$17.57 | \$0.00 | \$60.41 |
| 4 | 90 | \$37.96 | \$9.10 | \$17.57 | \$0.00 | \$64.63 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|------------------------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER (HEAVY & HIGHWAY) | 12/01/2021 | \$41.18 | \$9.10 | \$17.57 | \$0.00 | \$67.85 |
| <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | | | | | | |

Apprentice - LABORER (Heavy & Highway) - Zone 1

Effective Date - 12/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$24.71 | \$9.10 | \$17.57 | \$0.00 | \$51.38 |
| 2 | 70 | \$28.83 | \$9.10 | \$17.57 | \$0.00 | \$55.50 |
| 3 | 80 | \$32.94 | \$9.10 | \$17.57 | \$0.00 | \$59.61 |
| 4 | 90 | \$37.06 | \$9.10 | \$17.57 | \$0.00 | \$63.73 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---------------------------|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER | 12/01/2021 | \$41.18 | \$9.10 | \$17.57 | \$0.00 | \$67.85 |
| <i>LABORERS - ZONE 1</i> | | | | | | |
| | 06/01/2022 | \$42.18 | \$9.10 | \$17.57 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.18 | \$9.10 | \$17.57 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.18 | \$9.10 | \$17.57 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$45.43 | \$9.10 | \$17.57 | \$0.00 | \$72.10 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.18 | \$9.10 | \$17.57 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.18 | \$9.10 | \$17.57 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.18 | \$9.10 | \$17.57 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.18 | \$9.10 | \$17.57 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$45.43 | \$9.10 | \$17.57 | \$0.00 | \$72.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.33 | \$9.10 | \$17.57 | \$0.00 | \$68.00 |
| | 06/01/2022 | \$42.33 | \$9.10 | \$17.57 | \$0.00 | \$69.00 |
| | 12/01/2022 | \$43.33 | \$9.10 | \$17.57 | \$0.00 | \$70.00 |
| | 06/01/2023 | \$44.33 | \$9.10 | \$17.57 | \$0.00 | \$71.00 |
| | 12/01/2023 | \$45.58 | \$9.10 | \$17.57 | \$0.00 | \$72.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | 06/01/2024 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.18 | \$9.10 | \$17.57 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.18 | \$9.10 | \$17.57 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.18 | \$9.10 | \$17.57 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.18 | \$9.10 | \$17.57 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$45.43 | \$9.10 | \$17.57 | \$0.00 | \$72.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.18 | \$9.10 | \$17.57 | \$0.00 | \$67.85 |
| | 06/01/2022 | \$42.18 | \$9.10 | \$17.57 | \$0.00 | \$68.85 |
| | 12/01/2022 | \$43.18 | \$9.10 | \$17.57 | \$0.00 | \$69.85 |
| | 06/01/2023 | \$44.18 | \$9.10 | \$17.57 | \$0.00 | \$70.85 |
| | 12/01/2023 | \$45.43 | \$9.10 | \$17.57 | \$0.00 | \$72.10 |
| This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2022 | \$43.69 | \$11.39 | \$20.37 | \$0.00 | \$75.45 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.85 | \$11.39 | \$20.37 | \$0.00 | \$53.61 |
| 2 | 60 | \$26.21 | \$11.39 | \$20.37 | \$0.00 | \$57.97 |
| 3 | 70 | \$30.58 | \$11.39 | \$20.37 | \$0.00 | \$62.34 |
| 4 | 80 | \$34.95 | \$11.39 | \$20.37 | \$0.00 | \$66.71 |
| 5 | 90 | \$39.32 | \$11.39 | \$20.37 | \$0.00 | \$71.08 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS,TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2022 | \$57.17 | \$11.39 | \$22.31 | \$0.00 | \$90.87 |
|---------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 02/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$28.59 | \$11.39 | \$22.31 | \$0.00 | \$62.29 |
| 2 | 60 | \$34.30 | \$11.39 | \$22.31 | \$0.00 | \$68.00 |
| 3 | 70 | \$40.02 | \$11.39 | \$22.31 | \$0.00 | \$73.72 |
| 4 | 80 | \$45.74 | \$11.39 | \$22.31 | \$0.00 | \$79.44 |
| 5 | 90 | \$51.45 | \$11.39 | \$22.31 | \$0.00 | \$85.15 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4 | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
|-------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4 | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
|------------------------------------------------------|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| MILLWRIGHT (Zone 1) MILLWRIGHTS LOCAL 1121 - Zone 1 | 01/03/2022 | \$45.52 | \$8.58 | \$21.57 | \$0.00 | \$75.67 |
| | 01/02/2023 | \$47.27 | \$8.58 | \$21.57 | \$0.00 | \$77.42 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 01/03/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$25.04 | \$8.58 | \$5.72 | \$0.00 | \$39.34 |
| 2 | 65 | \$29.59 | \$8.58 | \$17.93 | \$0.00 | \$56.10 |
| 3 | 75 | \$34.14 | \$8.58 | \$18.98 | \$0.00 | \$61.70 |
| 4 | 85 | \$38.69 | \$8.58 | \$20.01 | \$0.00 | \$67.28 |

Effective Date - 01/02/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$26.00 | \$8.58 | \$5.72 | \$0.00 | \$40.30 |
| 2 | 65 | \$30.73 | \$8.58 | \$17.93 | \$0.00 | \$57.24 |
| 3 | 75 | \$35.45 | \$8.58 | \$18.98 | \$0.00 | \$63.01 |
| 4 | 85 | \$40.18 | \$8.58 | \$20.01 | \$0.00 | \$68.77 |

Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension,
but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| MORTAR MIXER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$23.48 | \$14.00 | \$16.05 | \$0.00 | \$53.53 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$28.44 | \$14.00 | \$16.05 | \$0.00 | \$58.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2022 | \$53.66 | \$8.65 | \$23.05 | \$0.00 | \$85.36 |
| | 07/01/2022 | \$54.86 | \$8.65 | \$23.05 | \$0.00 | \$86.56 |
| | 01/01/2023 | \$56.06 | \$8.65 | \$23.05 | \$0.00 | \$87.76 |
| | 07/01/2023 | \$57.26 | \$8.65 | \$23.05 | \$0.00 | \$88.96 |
| | 01/01/2024 | \$58.46 | \$8.65 | \$23.05 | \$0.00 | \$90.16 |
| | 07/01/2024 | \$59.66 | \$8.65 | \$23.05 | \$0.00 | \$91.36 |
| | 01/01/2025 | \$60.86 | \$8.65 | \$23.05 | \$0.00 | \$92.56 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.83 | \$8.65 | \$0.00 | \$0.00 | \$35.48 |
| 2 | 55 | \$29.51 | \$8.65 | \$6.27 | \$0.00 | \$44.43 |
| 3 | 60 | \$32.20 | \$8.65 | \$6.84 | \$0.00 | \$47.69 |
| 4 | 65 | \$34.88 | \$8.65 | \$7.41 | \$0.00 | \$50.94 |
| 5 | 70 | \$37.56 | \$8.65 | \$19.63 | \$0.00 | \$65.84 |
| 6 | 75 | \$40.25 | \$8.65 | \$20.20 | \$0.00 | \$69.10 |
| 7 | 80 | \$42.93 | \$8.65 | \$20.77 | \$0.00 | \$72.35 |
| 8 | 90 | \$48.29 | \$8.65 | \$21.91 | \$0.00 | \$78.85 |

Effective Date - 07/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$27.43 | \$8.65 | \$0.00 | \$0.00 | \$36.08 |
| 2 | 55 | \$30.17 | \$8.65 | \$6.27 | \$0.00 | \$45.09 |
| 3 | 60 | \$32.92 | \$8.65 | \$6.84 | \$0.00 | \$48.41 |
| 4 | 65 | \$35.66 | \$8.65 | \$7.41 | \$0.00 | \$51.72 |
| 5 | 70 | \$38.40 | \$8.65 | \$19.63 | \$0.00 | \$66.68 |
| 6 | 75 | \$41.15 | \$8.65 | \$20.20 | \$0.00 | \$70.00 |
| 7 | 80 | \$43.89 | \$8.65 | \$20.77 | \$0.00 | \$73.31 |
| 8 | 90 | \$49.37 | \$8.65 | \$21.91 | \$0.00 | \$79.93 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------------------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 01/01/2022 | \$44.56 | \$8.65 | \$23.05 | \$0.00 | \$76.26 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2022 | \$45.76 | \$8.65 | \$23.05 | \$0.00 | \$77.46 |
| | 01/01/2023 | \$46.96 | \$8.65 | \$23.05 | \$0.00 | \$78.66 |
| | 07/01/2023 | \$48.16 | \$8.65 | \$23.05 | \$0.00 | \$79.86 |
| | 01/01/2024 | \$49.36 | \$8.65 | \$23.05 | \$0.00 | \$81.06 |
| | 07/01/2024 | \$50.56 | \$8.65 | \$23.05 | \$0.00 | \$82.26 |
| | 01/01/2025 | \$51.76 | \$8.65 | \$23.05 | \$0.00 | \$83.46 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.28 | \$8.65 | \$0.00 | \$0.00 | \$30.93 |
| 2 | 55 | \$24.51 | \$8.65 | \$6.27 | \$0.00 | \$39.43 |
| 3 | 60 | \$26.74 | \$8.65 | \$6.84 | \$0.00 | \$42.23 |
| 4 | 65 | \$28.96 | \$8.65 | \$7.41 | \$0.00 | \$45.02 |
| 5 | 70 | \$31.19 | \$8.65 | \$19.63 | \$0.00 | \$59.47 |
| 6 | 75 | \$33.42 | \$8.65 | \$20.20 | \$0.00 | \$62.27 |
| 7 | 80 | \$35.65 | \$8.65 | \$20.77 | \$0.00 | \$65.07 |
| 8 | 90 | \$40.10 | \$8.65 | \$21.91 | \$0.00 | \$70.66 |

Effective Date - 07/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.88 | \$8.65 | \$0.00 | \$0.00 | \$31.53 |
| 2 | 55 | \$25.17 | \$8.65 | \$6.27 | \$0.00 | \$40.09 |
| 3 | 60 | \$27.46 | \$8.65 | \$6.84 | \$0.00 | \$42.95 |
| 4 | 65 | \$29.74 | \$8.65 | \$7.41 | \$0.00 | \$45.80 |
| 5 | 70 | \$32.03 | \$8.65 | \$19.63 | \$0.00 | \$60.31 |
| 6 | 75 | \$34.32 | \$8.65 | \$20.20 | \$0.00 | \$63.17 |
| 7 | 80 | \$36.61 | \$8.65 | \$20.77 | \$0.00 | \$66.03 |
| 8 | 90 | \$41.18 | \$8.65 | \$21.91 | \$0.00 | \$71.74 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) PAINTERS LOCAL 35 - ZONE 2 | 01/01/2022 | \$42.62 | \$8.65 | \$23.05 | \$0.00 | \$74.32 |
| | 07/01/2022 | \$43.82 | \$8.65 | \$23.05 | \$0.00 | \$75.52 |
| | 01/01/2023 | \$45.02 | \$8.65 | \$23.05 | \$0.00 | \$76.72 |
| | 07/01/2023 | \$46.22 | \$8.65 | \$23.05 | \$0.00 | \$77.92 |
| | 01/01/2024 | \$47.42 | \$8.65 | \$23.05 | \$0.00 | \$79.12 |
| | 07/01/2024 | \$48.62 | \$8.65 | \$23.05 | \$0.00 | \$80.32 |
| | 01/01/2025 | \$49.82 | \$8.65 | \$23.05 | \$0.00 | \$81.52 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.31 | \$8.65 | \$0.00 | \$0.00 | \$29.96 |
| 2 | 55 | \$23.44 | \$8.65 | \$6.27 | \$0.00 | \$38.36 |
| 3 | 60 | \$25.57 | \$8.65 | \$6.84 | \$0.00 | \$41.06 |
| 4 | 65 | \$27.70 | \$8.65 | \$7.41 | \$0.00 | \$43.76 |
| 5 | 70 | \$29.83 | \$8.65 | \$19.63 | \$0.00 | \$58.11 |
| 6 | 75 | \$31.97 | \$8.65 | \$20.20 | \$0.00 | \$60.82 |
| 7 | 80 | \$34.10 | \$8.65 | \$20.77 | \$0.00 | \$63.52 |
| 8 | 90 | \$38.36 | \$8.65 | \$21.91 | \$0.00 | \$68.92 |

Effective Date - 07/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.91 | \$8.65 | \$0.00 | \$0.00 | \$30.56 |
| 2 | 55 | \$24.10 | \$8.65 | \$6.27 | \$0.00 | \$39.02 |
| 3 | 60 | \$26.29 | \$8.65 | \$6.84 | \$0.00 | \$41.78 |
| 4 | 65 | \$28.48 | \$8.65 | \$7.41 | \$0.00 | \$44.54 |
| 5 | 70 | \$30.67 | \$8.65 | \$19.63 | \$0.00 | \$58.95 |
| 6 | 75 | \$32.87 | \$8.65 | \$20.20 | \$0.00 | \$61.72 |
| 7 | 80 | \$35.06 | \$8.65 | \$20.77 | \$0.00 | \$64.48 |
| 8 | 90 | \$39.44 | \$8.65 | \$21.91 | \$0.00 | \$70.00 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------------------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 01/01/2022 | \$43.16 | \$8.65 | \$23.05 | \$0.00 | \$74.86 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2022 | \$44.36 | \$8.65 | \$23.05 | \$0.00 | \$76.06 |
| | 01/01/2023 | \$45.56 | \$8.65 | \$23.05 | \$0.00 | \$77.26 |
| | 07/01/2023 | \$46.76 | \$8.65 | \$23.05 | \$0.00 | \$78.46 |
| | 01/01/2024 | \$47.96 | \$8.65 | \$23.05 | \$0.00 | \$79.66 |
| | 07/01/2024 | \$49.16 | \$8.65 | \$23.05 | \$0.00 | \$80.86 |
| | 01/01/2025 | \$50.36 | \$8.65 | \$23.05 | \$0.00 | \$82.06 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.58 | \$8.65 | \$0.00 | \$0.00 | \$30.23 |
| 2 | 55 | \$23.74 | \$8.65 | \$6.27 | \$0.00 | \$38.66 |
| 3 | 60 | \$25.90 | \$8.65 | \$6.84 | \$0.00 | \$41.39 |
| 4 | 65 | \$28.05 | \$8.65 | \$7.41 | \$0.00 | \$44.11 |
| 5 | 70 | \$30.21 | \$8.65 | \$19.63 | \$0.00 | \$58.49 |
| 6 | 75 | \$32.37 | \$8.65 | \$20.20 | \$0.00 | \$61.22 |
| 7 | 80 | \$34.53 | \$8.65 | \$20.77 | \$0.00 | \$63.95 |
| 8 | 90 | \$38.84 | \$8.65 | \$21.91 | \$0.00 | \$69.40 |

Effective Date - 07/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.18 | \$8.65 | \$0.00 | \$0.00 | \$30.83 |
| 2 | 55 | \$24.40 | \$8.65 | \$6.27 | \$0.00 | \$39.32 |
| 3 | 60 | \$26.62 | \$8.65 | \$6.84 | \$0.00 | \$42.11 |
| 4 | 65 | \$28.83 | \$8.65 | \$7.41 | \$0.00 | \$44.89 |
| 5 | 70 | \$31.05 | \$8.65 | \$19.63 | \$0.00 | \$59.33 |
| 6 | 75 | \$33.27 | \$8.65 | \$20.20 | \$0.00 | \$62.12 |
| 7 | 80 | \$35.49 | \$8.65 | \$20.77 | \$0.00 | \$64.91 |
| 8 | 90 | \$39.92 | \$8.65 | \$21.91 | \$0.00 | \$70.48 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 2 | 01/01/2022 | \$41.22 | \$8.65 | \$23.05 | \$0.00 | \$72.92 |
| | 07/01/2022 | \$42.42 | \$8.65 | \$23.05 | \$0.00 | \$74.12 |
| | 01/01/2023 | \$43.62 | \$8.65 | \$23.05 | \$0.00 | \$75.32 |
| | 07/01/2023 | \$44.82 | \$8.65 | \$23.05 | \$0.00 | \$76.52 |
| | 01/01/2024 | \$46.02 | \$8.65 | \$23.05 | \$0.00 | \$77.72 |
| | 07/01/2024 | \$47.22 | \$8.65 | \$23.05 | \$0.00 | \$78.92 |
| | 01/01/2025 | \$48.42 | \$8.65 | \$23.05 | \$0.00 | \$80.12 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.61 | \$8.65 | \$0.00 | \$0.00 | \$29.26 |
| 2 | 55 | \$22.67 | \$8.65 | \$6.27 | \$0.00 | \$37.59 |
| 3 | 60 | \$24.73 | \$8.65 | \$6.84 | \$0.00 | \$40.22 |
| 4 | 65 | \$26.79 | \$8.65 | \$7.41 | \$0.00 | \$42.85 |
| 5 | 70 | \$28.85 | \$8.65 | \$19.63 | \$0.00 | \$57.13 |
| 6 | 75 | \$30.92 | \$8.65 | \$20.20 | \$0.00 | \$59.77 |
| 7 | 80 | \$32.98 | \$8.65 | \$20.77 | \$0.00 | \$62.40 |
| 8 | 90 | \$37.10 | \$8.65 | \$21.91 | \$0.00 | \$67.66 |

Effective Date - 07/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.21 | \$8.65 | \$0.00 | \$0.00 | \$29.86 |
| 2 | 55 | \$23.33 | \$8.65 | \$6.27 | \$0.00 | \$38.25 |
| 3 | 60 | \$25.45 | \$8.65 | \$6.84 | \$0.00 | \$40.94 |
| 4 | 65 | \$27.57 | \$8.65 | \$7.41 | \$0.00 | \$43.63 |
| 5 | 70 | \$29.69 | \$8.65 | \$19.63 | \$0.00 | \$57.97 |
| 6 | 75 | \$31.82 | \$8.65 | \$20.20 | \$0.00 | \$60.67 |
| 7 | 80 | \$33.94 | \$8.65 | \$20.77 | \$0.00 | \$63.36 |
| 8 | 90 | \$38.18 | \$8.65 | \$21.91 | \$0.00 | \$68.74 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 12/01/2021 | \$41.18 | \$9.10 | \$17.57 | \$0.00 | \$67.85 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2021 | \$36.88 | \$13.41 | \$16.01 | \$0.00 | \$66.30 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PILE DRIVER - Local 56 Zone I

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.54 | \$9.40 | \$23.12 | \$0.00 | \$57.06 |
| 2 | 60 | \$29.44 | \$9.40 | \$23.12 | \$0.00 | \$61.96 |
| 3 | 70 | \$34.35 | \$9.40 | \$23.12 | \$0.00 | \$66.87 |
| 4 | 75 | \$36.80 | \$9.40 | \$23.12 | \$0.00 | \$69.32 |
| 5 | 80 | \$39.26 | \$9.40 | \$23.12 | \$0.00 | \$71.78 |
| 6 | 80 | \$39.26 | \$9.40 | \$23.12 | \$0.00 | \$71.78 |
| 7 | 90 | \$44.16 | \$9.40 | \$23.12 | \$0.00 | \$76.68 |
| 8 | 90 | \$44.16 | \$9.40 | \$23.12 | \$0.00 | \$76.68 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---------------------------------------------------|------------|---------|---------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |
|---------------------------------------------------|------------|---------|---------|---------|--------|---------|

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$23.18 | \$11.70 | \$8.25 | \$0.00 | \$43.13 |
| 2 | 45 | \$26.07 | \$11.70 | \$20.24 | \$0.00 | \$58.01 |
| 3 | 60 | \$34.76 | \$11.70 | \$20.24 | \$0.00 | \$66.70 |
| 4 | 70 | \$40.56 | \$11.70 | \$20.24 | \$0.00 | \$72.50 |
| 5 | 80 | \$46.35 | \$11.70 | \$20.24 | \$0.00 | \$78.29 |

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER LABORERS - ZONE 1 | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
|--------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--------------------------------------------------------------------|----------------|-----------|---------|---------|---------------------------|------------|
| PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2022 | \$61.79 | \$14.07 | \$18.36 | \$0.00 | \$94.22 |
| | 09/04/2022 | \$63.49 | \$14.07 | \$18.36 | \$0.00 | \$95.92 |
| | 02/26/2023 | \$65.19 | \$14.07 | \$18.36 | \$0.00 | \$97.62 |
| | 09/03/2023 | \$66.94 | \$14.07 | \$18.36 | \$0.00 | \$99.37 |
| | 03/03/2024 | \$68.74 | \$14.07 | \$18.36 | \$0.00 | \$101.17 |
| | 09/01/2024 | \$70.54 | \$14.07 | \$18.36 | \$0.00 | \$102.97 |
| | 03/02/2025 | \$72.34 | \$14.07 | \$18.36 | \$0.00 | \$104.77 |

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$21.63 | \$14.07 | \$6.63 | \$0.00 | \$42.33 |
| 2 | 40 | \$24.72 | \$14.07 | \$7.52 | \$0.00 | \$46.31 |
| 3 | 55 | \$33.98 | \$14.07 | \$10.24 | \$0.00 | \$58.29 |
| 4 | 65 | \$40.16 | \$14.07 | \$12.04 | \$0.00 | \$66.27 |
| 5 | 75 | \$46.34 | \$14.07 | \$13.85 | \$0.00 | \$74.26 |

Effective Date - 09/04/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$22.22 | \$14.07 | \$6.63 | \$0.00 | \$42.92 |
| 2 | 40 | \$25.40 | \$14.07 | \$7.52 | \$0.00 | \$46.99 |
| 3 | 55 | \$34.92 | \$14.07 | \$10.24 | \$0.00 | \$59.23 |
| 4 | 65 | \$41.27 | \$14.07 | \$12.04 | \$0.00 | \$67.38 |
| 5 | 75 | \$47.62 | \$14.07 | \$13.85 | \$0.00 | \$75.54 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr

Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i> | 03/01/2021 | \$57.94 | \$11.70 | \$20.24 | \$0.00 | \$89.88 |
|------------------------------------------------------------|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|-----------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------------------------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
|---------------------------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

| | | | | | | |
|-------------------------------------------------|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i> | 12/01/2021 | \$42.18 | \$9.10 | \$17.57 | \$0.00 | \$68.85 |
| | 06/01/2022 | \$43.18 | \$9.10 | \$17.57 | \$0.00 | \$69.85 |
| | 12/01/2022 | \$44.18 | \$9.10 | \$17.57 | \$0.00 | \$70.85 |
| | 06/01/2023 | \$45.18 | \$9.10 | \$17.57 | \$0.00 | \$71.85 |
| | 12/01/2023 | \$46.43 | \$9.10 | \$17.57 | \$0.00 | \$73.10 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---------------------------------------------------------------------------------------------------------------------|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | | 12/01/2021 | \$42.18 | \$9.10 | \$17.57 | \$0.00 | \$68.85 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$51.38 | \$14.00 | \$16.05 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$51.38 | \$14.00 | \$16.05 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$33.69 | \$14.00 | \$16.05 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Metro) - Aggregate</i> | | 05/01/2022 | \$30.40 | \$11.41 | \$15.25 | \$0.00 | \$57.06 |
| | | 08/01/2022 | \$30.40 | \$11.91 | \$15.25 | \$0.00 | \$57.56 |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS 25 (Metro) - Aggregate</i> | | 05/01/2022 | \$34.41 | \$11.41 | \$15.25 | \$0.00 | \$61.07 |
| | | 08/01/2022 | \$34.41 | \$11.91 | \$15.25 | \$0.00 | \$61.57 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i> | | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| | | 06/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| | | 12/01/2022 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| | | 06/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| | | 12/01/2023 | \$45.68 | \$9.10 | \$17.57 | \$0.00 | \$72.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| ROOFER (Inc.Roofing Waterproofng &Roofing Damproofg) <i>ROOFERS LOCAL 33</i> | | 02/01/2022 | \$47.03 | \$12.28 | \$19.45 | \$0.00 | \$78.76 |

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.52 | \$12.28 | \$5.21 | \$0.00 | \$41.01 |
| 2 | 60 | \$28.22 | \$12.28 | \$19.45 | \$0.00 | \$59.95 |
| 3 | 65 | \$30.57 | \$12.28 | \$19.45 | \$0.00 | \$62.30 |
| 4 | 75 | \$35.27 | \$12.28 | \$19.45 | \$0.00 | \$67.00 |
| 5 | 85 | \$39.98 | \$12.28 | \$19.45 | \$0.00 | \$71.71 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|-------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i> | 02/01/2022 | \$47.28 | \$12.28 | \$19.45 | \$0.00 | \$79.01 |
|-------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- ROOFER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-------------------------------------------------------------|----------------|-----------|---------|---------|---------------------------|------------|
| SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2022 | \$53.70 | \$13.80 | \$25.60 | \$2.79 | \$95.89 |

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 42 | \$22.55 | \$13.80 | \$6.01 | \$0.00 | \$42.36 |
| 2 | 42 | \$22.55 | \$13.80 | \$6.01 | \$0.00 | \$42.36 |
| 3 | 47 | \$25.24 | \$13.80 | \$11.26 | \$1.51 | \$51.81 |
| 4 | 47 | \$25.24 | \$13.80 | \$11.26 | \$1.51 | \$51.81 |
| 5 | 52 | \$27.92 | \$13.80 | \$12.23 | \$1.62 | \$55.57 |
| 6 | 52 | \$27.92 | \$13.80 | \$12.48 | \$1.63 | \$55.83 |
| 7 | 60 | \$32.22 | \$13.80 | \$13.87 | \$1.80 | \$61.69 |
| 8 | 65 | \$34.91 | \$13.80 | \$14.84 | \$1.91 | \$65.46 |
| 9 | 75 | \$40.28 | \$13.80 | \$16.77 | \$2.13 | \$72.98 |
| 10 | 85 | \$45.65 | \$13.80 | \$18.20 | \$2.33 | \$79.98 |

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|------------------------------------------------------------------------------------------|------------|---------|---------|---------|--------|----------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2021 | \$37.34 | \$13.41 | \$16.01 | \$0.00 | \$66.76 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2021 | \$37.63 | \$13.41 | \$16.01 | \$0.00 | \$67.05 |
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone I</i> | 03/01/2022 | \$64.36 | \$10.44 | \$22.10 | \$0.00 | \$96.90 |
| | 10/01/2022 | \$66.06 | \$10.44 | \$22.10 | \$0.00 | \$98.60 |
| | 03/01/2023 | \$67.76 | \$10.44 | \$22.10 | \$0.00 | \$100.30 |
| | 10/01/2023 | \$69.51 | \$10.44 | \$22.10 | \$0.00 | \$102.05 |
| | 03/01/2024 | \$71.31 | \$10.44 | \$22.10 | \$0.00 | \$103.85 |
| | 10/01/2024 | \$73.11 | \$10.44 | \$22.10 | \$0.00 | \$105.65 |
| | 03/01/2025 | \$74.91 | \$10.44 | \$22.10 | \$0.00 | \$107.45 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$22.53 | \$10.44 | \$12.35 | \$0.00 | \$45.32 |
| 2 | 40 | \$25.74 | \$10.44 | \$13.10 | \$0.00 | \$49.28 |
| 3 | 45 | \$28.96 | \$10.44 | \$13.85 | \$0.00 | \$53.25 |
| 4 | 50 | \$32.18 | \$10.44 | \$14.60 | \$0.00 | \$57.22 |
| 5 | 55 | \$35.40 | \$10.44 | \$15.35 | \$0.00 | \$61.19 |
| 6 | 60 | \$38.62 | \$10.44 | \$16.10 | \$0.00 | \$65.16 |
| 7 | 65 | \$41.83 | \$10.44 | \$16.85 | \$0.00 | \$69.12 |
| 8 | 70 | \$45.05 | \$10.44 | \$17.60 | \$0.00 | \$73.09 |
| 9 | 75 | \$48.27 | \$10.44 | \$18.35 | \$0.00 | \$77.06 |
| 10 | 80 | \$51.49 | \$10.44 | \$19.10 | \$0.00 | \$81.03 |

Effective Date - 10/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$23.12 | \$10.44 | \$12.35 | \$0.00 | \$45.91 |
| 2 | 40 | \$26.42 | \$10.44 | \$13.10 | \$0.00 | \$49.96 |
| 3 | 45 | \$29.73 | \$10.44 | \$13.85 | \$0.00 | \$54.02 |
| 4 | 50 | \$33.03 | \$10.44 | \$14.60 | \$0.00 | \$58.07 |
| 5 | 55 | \$36.33 | \$10.44 | \$15.35 | \$0.00 | \$62.12 |
| 6 | 60 | \$39.64 | \$10.44 | \$16.10 | \$0.00 | \$66.18 |
| 7 | 65 | \$42.94 | \$10.44 | \$16.85 | \$0.00 | \$70.23 |
| 8 | 70 | \$46.24 | \$10.44 | \$17.60 | \$0.00 | \$74.28 |
| 9 | 75 | \$49.55 | \$10.44 | \$18.35 | \$0.00 | \$78.34 |
| 10 | 80 | \$52.85 | \$10.44 | \$19.10 | \$0.00 | \$82.39 |

Notes: Apprentice entered prior 9/30/10:

40/45/50/55/60/65/70/75/80/85

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 03/01/2022 | \$44.71 | \$13.00 | \$18.74 | \$0.00 | \$76.45 |
| | 09/01/2022 | \$46.42 | \$13.00 | \$18.87 | \$0.00 | \$78.29 |
| | 03/01/2023 | \$48.34 | \$13.00 | \$19.01 | \$0.00 | \$80.35 |

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|--|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 45 | \$20.12 | \$13.00 | \$0.60 | \$0.00 | \$33.72 |
| 2 | 45 | \$20.12 | \$13.00 | \$0.60 | \$0.00 | \$33.72 |
| 3 | 50 | \$22.36 | \$13.00 | \$15.06 | \$0.00 | \$50.42 |
| 4 | 50 | \$22.36 | \$13.00 | \$15.06 | \$0.00 | \$50.42 |
| 5 | 55 | \$24.59 | \$13.00 | \$15.43 | \$0.00 | \$53.02 |
| 6 | 60 | \$26.83 | \$13.00 | \$15.79 | \$0.00 | \$55.62 |
| 7 | 65 | \$29.06 | \$13.00 | \$16.16 | \$0.00 | \$58.22 |
| 8 | 70 | \$31.30 | \$13.00 | \$16.53 | \$0.00 | \$60.83 |
| 9 | 75 | \$33.53 | \$13.00 | \$16.91 | \$0.00 | \$63.44 |
| 10 | 80 | \$35.77 | \$13.00 | \$17.27 | \$0.00 | \$66.04 |

Effective Date - 09/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 45 | \$20.89 | \$13.00 | \$0.63 | \$0.00 | \$34.52 |
| 2 | 45 | \$20.89 | \$13.00 | \$0.63 | \$0.00 | \$34.52 |
| 3 | 50 | \$23.21 | \$13.00 | \$15.13 | \$0.00 | \$51.34 |
| 4 | 50 | \$23.21 | \$13.00 | \$15.13 | \$0.00 | \$51.34 |
| 5 | 55 | \$25.53 | \$13.00 | \$15.51 | \$0.00 | \$54.04 |
| 6 | 60 | \$27.85 | \$13.00 | \$15.88 | \$0.00 | \$56.73 |
| 7 | 65 | \$30.17 | \$13.00 | \$16.26 | \$0.00 | \$59.43 |
| 8 | 70 | \$32.49 | \$13.00 | \$16.62 | \$0.00 | \$62.11 |
| 9 | 75 | \$34.82 | \$13.00 | \$17.00 | \$0.00 | \$64.82 |
| 10 | 80 | \$37.14 | \$13.00 | \$17.37 | \$0.00 | \$67.51 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2022 | \$56.09 | \$11.39 | \$22.34 | \$0.00 | \$89.82 |
|-----------------------------------------------------------|------------|---------|---------|---------|--------|---------|

| Classification | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-------------------------------------------------------------------------------------|---------|----------------------|-----------|---------|---------------------------|---------------------------|------------|
| Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile | | | | | | | |
| Effective Date - 02/01/2022 | | | | | | | |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| 1 | 50 | \$28.05 | \$11.39 | \$22.34 | \$0.00 | \$61.78 | |
| 2 | 60 | \$33.65 | \$11.39 | \$22.34 | \$0.00 | \$67.38 | |
| 3 | 70 | \$39.26 | \$11.39 | \$22.34 | \$0.00 | \$72.99 | |
| 4 | 80 | \$44.87 | \$11.39 | \$22.34 | \$0.00 | \$78.60 | |
| 5 | 90 | \$50.48 | \$11.39 | \$22.34 | \$0.00 | \$84.21 | |
| Notes: | | | | | | | |
| Apprentice to Journeyworker Ratio:1:3 | | | | | | | |
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | | 12/01/2021 | \$42.58 | \$9.10 | \$17.72 | \$0.00 | \$69.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | | 12/01/2021 | \$41.30 | \$9.10 | \$17.72 | \$0.00 | \$68.12 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | | 12/01/2021 | \$41.18 | \$9.10 | \$17.72 | \$0.00 | \$68.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | | 12/01/2021 | \$50.83 | \$14.00 | \$16.05 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | | 12/01/2021 | \$37.92 | \$13.41 | \$16.01 | \$0.00 | \$67.34 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | | 12/01/2021 | \$53.41 | \$9.10 | \$18.17 | \$0.00 | \$80.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | | 12/01/2021 | \$55.41 | \$9.10 | \$18.17 | \$0.00 | \$82.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | | 12/01/2021 | \$45.48 | \$9.10 | \$18.17 | \$0.00 | \$72.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | | 12/01/2021 | \$47.48 | \$9.10 | \$18.17 | \$0.00 | \$74.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | | 12/01/2021 | \$37.34 | \$13.41 | \$16.01 | \$0.00 | \$66.76 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i> | | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| 06/01/2022 | | | | | | | |
| | | 12/01/2022 | \$42.43 | \$9.10 | \$17.57 | \$0.00 | \$69.10 |
| 12/01/2022 | | | | | | | |
| | | 06/01/2023 | \$43.43 | \$9.10 | \$17.57 | \$0.00 | \$70.10 |
| 06/01/2023 | | | | | | | |
| | | 12/01/2023 | \$44.43 | \$9.10 | \$17.57 | \$0.00 | \$71.10 |
| 12/01/2023 | | | | | | | |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------------------------------------------------------------------------------|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i> | 12/01/2021 | \$41.43 | \$9.10 | \$17.57 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2021 | \$51.38 | \$14.00 | \$16.05 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2022 | \$63.39 | \$13.57 | \$17.26 | \$0.00 | \$94.22 |
| | 09/04/2022 | \$63.49 | \$14.07 | \$18.36 | \$0.00 | \$95.92 |
| | 02/26/2023 | \$65.19 | \$14.07 | \$18.36 | \$0.00 | \$97.62 |
| | 09/03/2023 | \$66.94 | \$14.07 | \$18.36 | \$0.00 | \$99.37 |
| | 03/03/2024 | \$68.74 | \$14.07 | \$18.36 | \$0.00 | \$101.17 |
| | 09/01/2024 | \$70.54 | \$14.07 | \$18.36 | \$0.00 | \$102.97 |
| | 03/02/2025 | \$72.34 | \$14.07 | \$18.36 | \$0.00 | \$104.77 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| Outside Electrical - East | | | | | | |
| CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$29.67 | \$9.25 | \$1.89 | \$0.00 | \$40.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$42.03 | \$9.25 | \$10.27 | \$0.00 | \$61.55 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$34.62 | \$9.25 | \$10.07 | \$0.00 | \$53.94 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$27.20 | \$9.25 | \$1.82 | \$0.00 | \$38.27 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$42.03 | \$9.25 | \$14.35 | \$0.00 | \$65.63 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$37.09 | \$9.25 | \$10.87 | \$0.00 | \$57.21 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$27.20 | \$9.25 | \$1.82 | \$0.00 | \$38.27 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$22.25 | \$9.25 | \$1.82 | \$0.00 | \$33.32 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2020 | \$49.45 | \$9.25 | \$17.48 | \$0.00 | \$76.18 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$29.67 | \$9.25 | \$3.39 | \$0.00 | \$42.31 |
| 2 | 65 | \$32.14 | \$9.25 | \$3.46 | \$0.00 | \$44.85 |
| 3 | 70 | \$34.62 | \$9.25 | \$3.54 | \$0.00 | \$47.41 |
| 4 | 75 | \$37.09 | \$9.25 | \$5.11 | \$0.00 | \$51.45 |
| 5 | 80 | \$39.56 | \$9.25 | \$5.19 | \$0.00 | \$54.00 |
| 6 | 85 | \$42.03 | \$9.25 | \$5.26 | \$0.00 | \$56.54 |
| 7 | 90 | \$44.51 | \$9.25 | \$7.34 | \$0.00 | \$61.10 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|---------------------------------------------------------------------------------------------|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/04/2019 | \$30.73 | \$4.70 | \$3.17 | \$0.00 | \$38.60 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.